



Tennessee Human Rights Commission

2005-06 Annual Report

“Embracing Diversity”

July 1, 2005 - June 30, 2006



TENNESSEE HUMAN RIGHTS COMMISSION
CENTRAL OFFICE
CORNERSTONE SQUARE BUILDING, SUITE 305
530 CHURCH STREET
NASHVILLE, TENNESSEE 37243-0745
(615) 741-5825 Fax (615) 253-1886

The Honorable Phil Bredesen
Governor
State of Tennessee
Nashville, Tennessee 37243-0001

Members of the General Assembly
of the State of Tennessee
Legislative Plaza
Nashville, Tennessee 37243-0001

Dear Governor Bredesen and Members of the General Assembly:

On behalf of Chairman Spencer Wiggins and the members of the board of commissioners, I respectfully submit the commission's annual report. The information contained in the pages that follow serves as a summarization of the agency's activities and accomplishments from July 1, 2005, through June 30, 2006.

The commission remains focused on its commitment to eradicating discrimination in Tennessee through enforcement and education.

Respectfully,

Amber D. Gooding
Executive Director

TENNESSEE HUMAN RIGHTS COMMISSIONS

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Chair's Message



Spencer Wiggins, Chair,
TN Human Rights Commission

I am pleased to present the commission's FY 2006 annual report. The commission continues to endeavor to promote equal opportunity in the workplaces and fair housing in neighborhoods across the great state of Tennessee.



We continue to build upon the successes realized in FY 2005, holding fast to the strategic plan established in FY 2004. Our goals remain the same - to provide quality investigations, customer service, and to develop

partnerships with agencies across the state in an effort to educate diverse communities on the varying faces of discrimination.

As this report will demonstrate, the commission has manageable inventories, and cases filed with the agency are handled in a timely manner. Additionally, the agency has partnered with local, city and state organizations, spreading the state's message of antidiscrimination and bridging the gaps that continue to separate our communities.

Progress, in removing the barriers to equality, has been made. We take pride in our accomplishment as we strive daily to improve, positioning the agency for greater successes in the days and years to follow.

Sincerely,

Spencer Wiggins
Chair,
TN Human Rights Commission

Board of Commissioners



East Tennessee

Commissioner Edna Loveday-Rodgers

Commissioner Ralph E. Davis

Commissioner Robin Smith

Commissioner Yusuf Hakeem

Middle Tennessee

Chairman Spencer Wiggins

Commissioner Stacey Garrett

Commissioner A.J. Starling

Commissioner (Bishop) Joseph Warren Walker

Commissioner Patricia Pierce

West Tennessee

Commissioner Arthur Horne III

Commissioner Nathan Pride

Commissioner (Rev.) Robert Earl Jones

Commissioner (Rev.) Samuel Kyles

The board of Commissioners serve six year terms. They are appointed by the Governor. No more than five can be from each Grand Division of the State.

Commissioners are appointed on a nonpartisan basis and are to be broadly representative of employees, proprietors, trade unions, religious groups, human rights groups and the general public.





Executive Director's Message



Amber D. Gooding, Exe. Dir.,
TN Human Rights Commission

meetings around the state, effectively educating groups about the state's anti-discrimination policies.

Additionally, staff continues to utilize its strategic plan that was established in 2004. The plan developed a road map for improving the agency's case processing and customer service. As this report demonstrates, the commission has achieved significant success this past year in the employment and housing programs.

In closing, I would like to commend my staff for the all of their hard work and dedication.

Sincerely,

I am pleased to present the 2005-06 annual report. This report provides information on the agency's budget, programs and outreach and education activities. In keeping with our mission, the agency has worked aggressively this past year promulgating the message of fairness, justice and

equality of opportunity for human rights. The Commission's staff, supported by the communications office, has participated in and hosted forums, conferences and

Amber D. Gooding
Executive Director,
TN Human Rights Commission



Mission Statement



The Tennessee Human Rights Commission is unified in its commitment to exemplify and promote understanding, fairness, justice and equality of opportunity for human rights among all people; and to provide the citizens of Tennessee with guidance and support to assist in the achievement of our vision.



Employment Division

Employment Division

The employment division is charged with safeguarding the citizens of Tennessee from discrimination in the areas of employment and public accommodation based on race, creed, color, religion, sex, physical and mental disability, national origin and age (over 40).

The employment division remained within the guidelines of its established 200 day timeline, which resulted in keeping the agency's inventory current. The employment division accepted 607 new charges and resolved 614 cases, realizing \$10,416,073 in monetary benefits.



Employment Statistics



TOTAL RESOLUTIONS	
Settlements With Benefits	67
Withdrawals/With Benefits	11
No Cause	445
No Jurisdiction	17
Complainant Withdrawal With No Benefits	28
Conciliation Failure	2
Complainant Filed Suit	2
Right-to-Sue Issued to Complainant	39
Administrative Resolutions	3
TOTAL	614

Table 1.1 2005 - 06 Charge Resolution

EMPLOYMENT RESOLUTION SUMMARY		Monetary Benefits
Settlements With Benefits	67	\$5,249,044
Withdrawals/With Benefits	11	\$5,167,030
TOTAL		\$10,416,073

Table 1.2 2005 - 06 Employment Resolution Summary



Employment Statistics

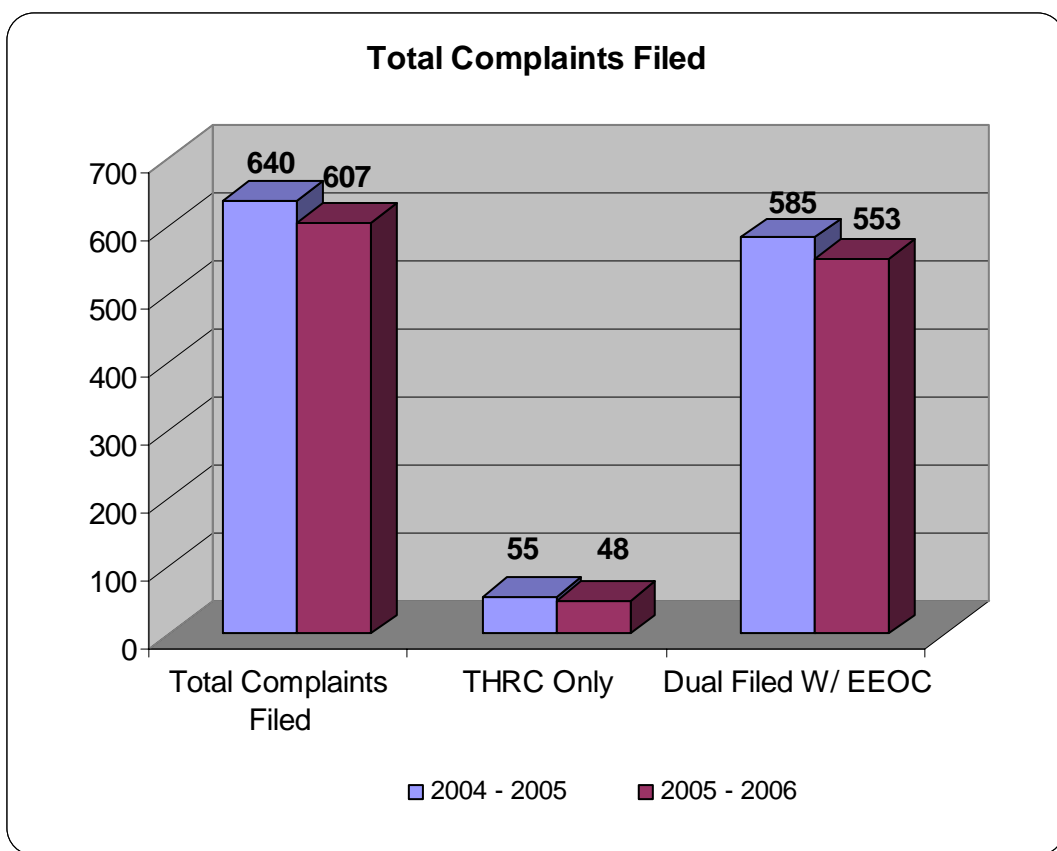


Figure 1.1 2004-2005 & 2005-2006 Comparison by Year of Complaints

Table 1.2 2005 - 06 Charges Filed By County



Employment Statistics



Filings by Bases 2005-2006

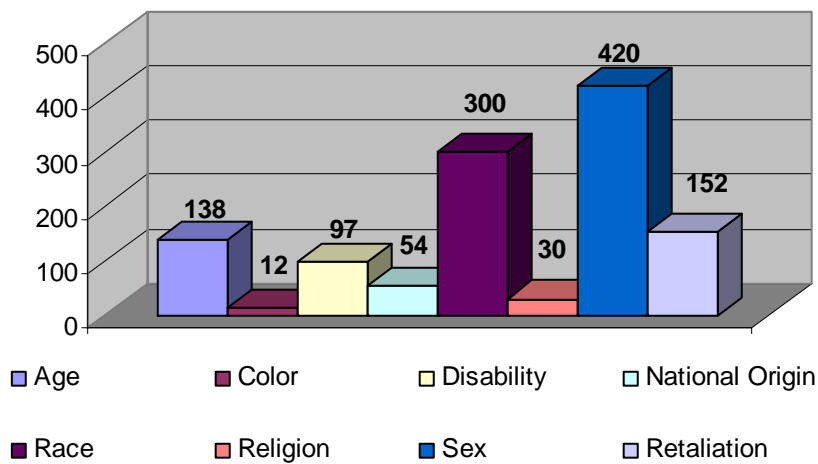


Figure 1.1 2005 - 06 Charges Filed By Bases

Filings by Bases 2004-2005

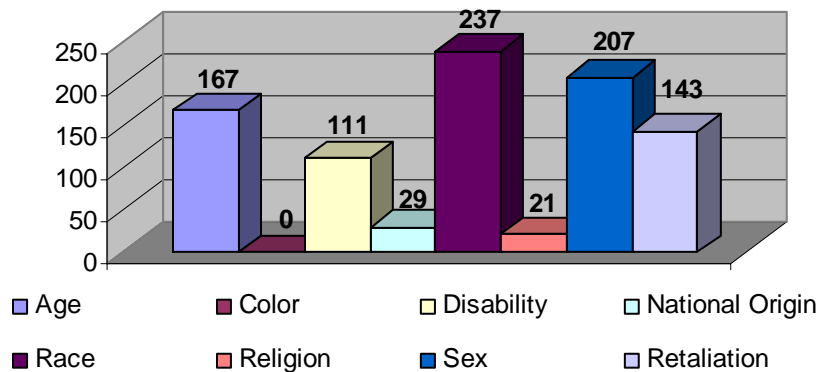


Figure 1.2 2004 - 05 Charges Filed By Bases





Employment Statistics

Charges Resolved by Issues 2005 - 2006

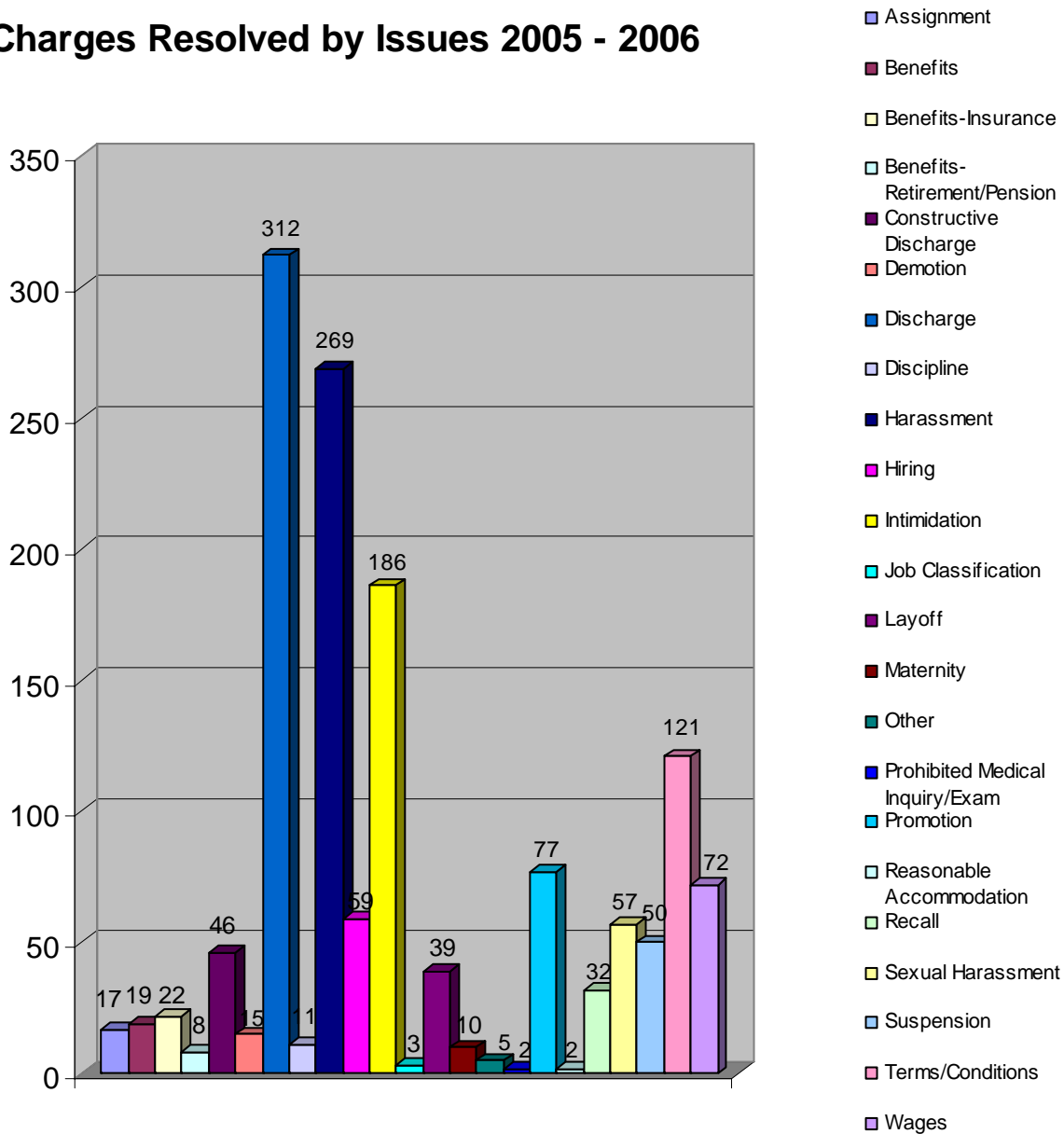
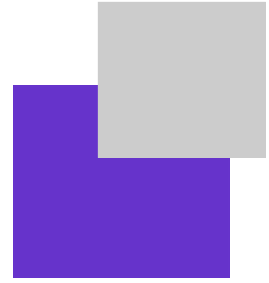


Figure 1.3 2005 - 06 Charges Resolved By Issues



Housing Division



Housing Division

The housing division is charged with investigating charges of discrimination based on race, color, sex, religion, national origin, disability and familial status.

The average case age of the housing inventory was 123.3 days. The housing division accepted 153 new charges and resolved 105 cases, realizing \$5,364 in monetary benefits.





Housing Statistics

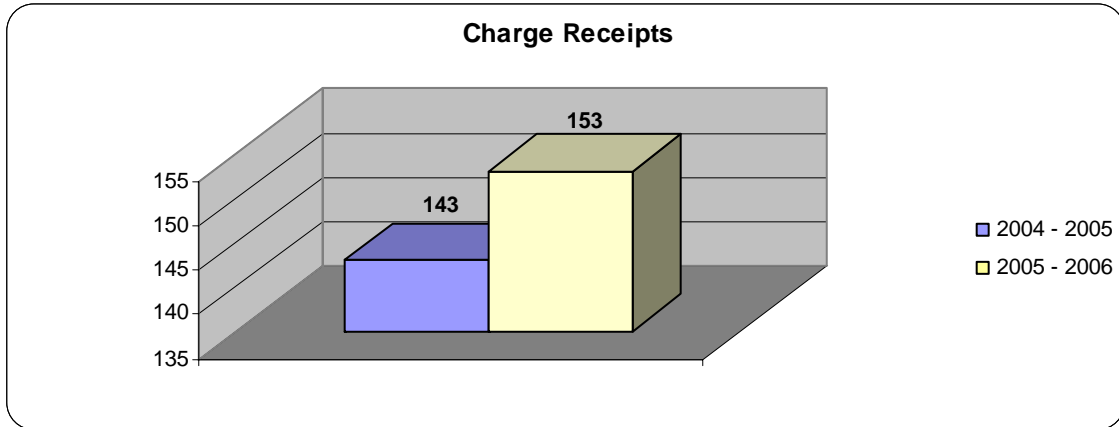


Figure 1.4 2004 - 05 & 2005 - 06 Comparison of Charge Receipts

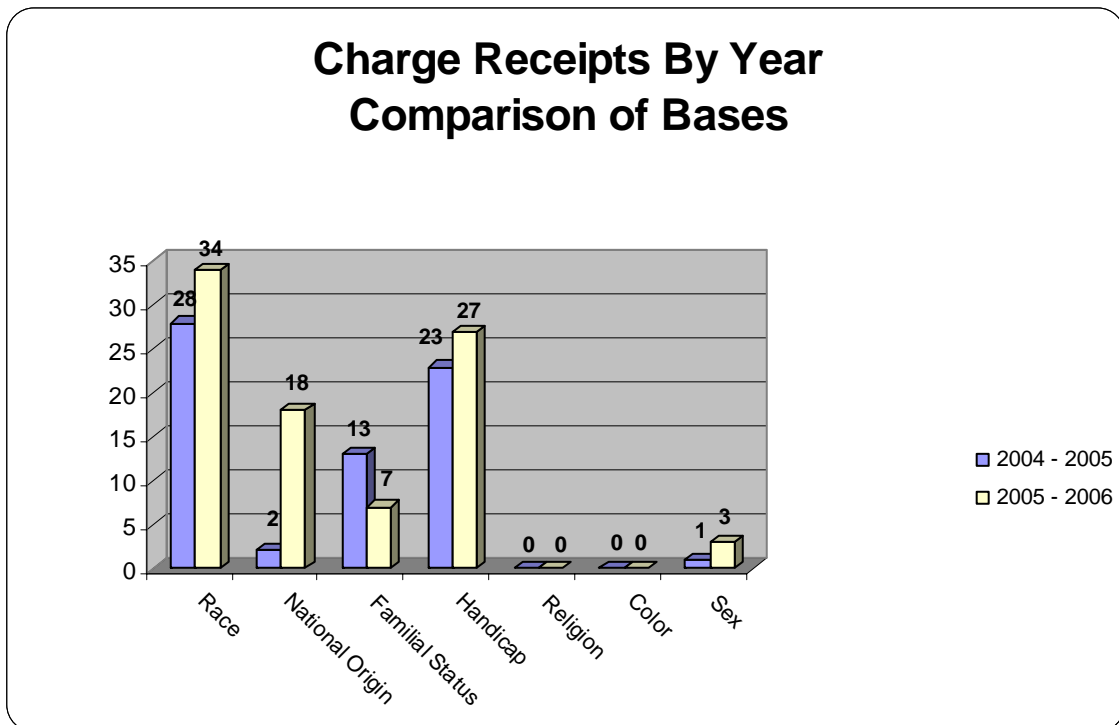


Figure 1.5 2004 - 05 & 2005 - 06 Comparison of Charge Receipts by Year

Housing Statistics

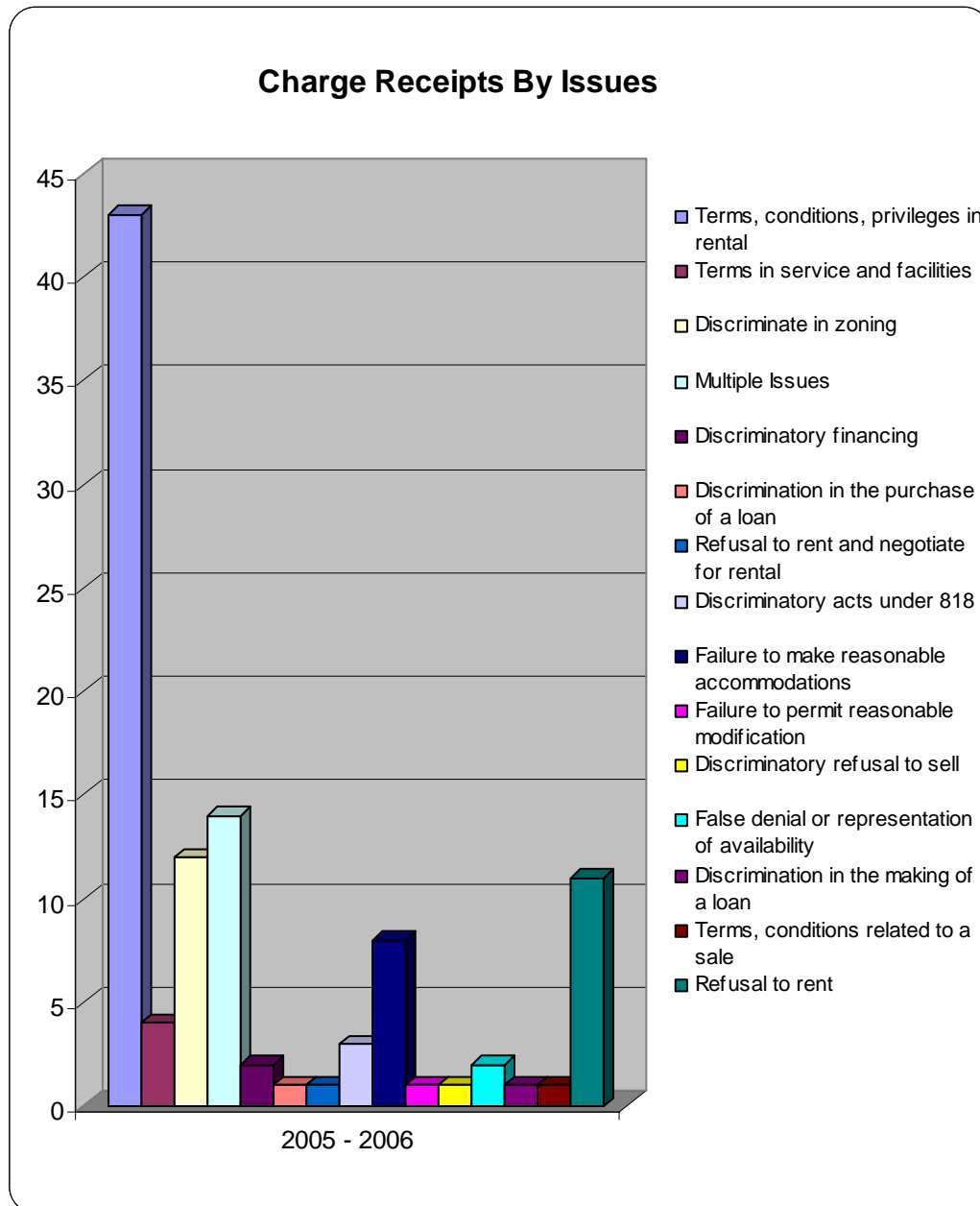


Figure 1.6 2005 - 2006 Breakdown Charge Receipts By Issues



Housing Statistics

Types of Resolutions	
No Probable Cause	69
Probable Cause	13
Complaints Dismissed— Lack of Jurisdiction	8
Conciliation Agreements	6
Complainant Failed to Cooperate	4
Settlement Agreement	2
Complaint withdrawn without Resolution	2
Complainant withdrew complaint After Resolution	1
Total Complaints Closed	105
Total Monetary Benefits	\$5364

Table 1.3 2004 - 05 & 2005 - 06 Charge Resolutions

Budget Overview



	TOTAL FY 2005	TOTAL FY 2006
EXPENDITURES		
PERSONNEL SERVICES & BENEFITS	\$1, 439, 700	\$1,518,400
OTHER EXPENDITURES	581,600	640,000
TOTAL EXPENDITURES	\$2, 021, 300	\$2,158,400
FUNDING		
STATE	\$1,400, 700	\$1,458,600
FEDERAL	616,300	668,800
OTHER	4,300	31,000
TOTAL REVENUE	\$2,021,300	\$2,158,400
POSITIONS		
PART-TIME	28	28
FULL-TIME	1	1
SEASONAL	0	0
TOTAL PERSONNEL	29	29

Table 1.4 2005 - 06 Budget Overview

Education and Outreach Highlights

Fair Housing/Landlord Seminar Nashville, TN	July 26, 2005
NAACP Annual Workshop Nashville, TN	July 30, 2005
TN Labor Management Conference Nashville, TN	August 17-19, 2005
Nashville Black Business Expo Nashville, TN	September 4, 2005
NAACP State Convention Memphis, TN	September 22-24, 2005
NAACP Chattanooga, TN	October 1, 2005
NAACP Voting Rights Conference Nashville, TN	October 13, 2005
Mid TN Realtors Conference Nashville, TN	October 17-18, 2005
SHRM Conference Nashville, TN	October 19-21, 2005
PanAfrica Conference Nashville, TN	October 20-22, 2005
CDC Home Buyers Class Nashville, TN	October 25, 2005
Woodbine Community Center Nashville, TN	October 27, 2005
Knoxville Urban League Knoxville, TN	October 27, 2005
Nashville Area Chamber of Commerce Nashville, TN	November 3, 2005
TN Workforce and Development Newport, TN	November 3, 2005

Education and Outreach Highlights

Tennessee Immigrant & Refugee Rights Coalition Nashville, TN	November 12, 2005
Woodbine Community Center Nashville, TN	November 12, 2005
Mid-Cumberland Human Resource Agency Nashville, TN	November 17, 2005
West TN Legal Services Nashville, TN	November 17-18, 2005
Knoxville Housing Partnership Knoxville, TN	December 1, 2005
International Rights Day Nashville, TN	December 10, 2005
TN Workforce and Development Talbot, TN	January 24, 2006
Clarksville Human Relations Committee Clarksville, TN	January 26, 2006
Urban League of Middle TN Nashville, TN	February 7, 2006
TN Workforce and Development Pigeon Forge, TN	February 8, 2006
QUAD State Conference Myrtle Beach, SC	March 1-3, 2006
Affordable Housing Resources Nashville, TN	March 11, 2006
Hispanic Community Group of TN Nashville, TN	March 18, 2006
Woodbine Community Center Nashville, TN	March 18, 2006

Education and Outreach Highlights

Town Hall Meeting Shelbyville, TN	March 21, 2006
Lake Providence Missionary Baptist Church Nashville, TN	March 22, 2006
Clarksville Human Relations Commission Clarksville, TN	March 23, 2006
St. Edwards Catholic Church Nashville, TN	March 24, 2006
CDC Home Buyers Expo Nashville, TN	March 25, 2006
Our Lady of Lourdes Catholic Church Springfield, TN	March 26, 2006
The Refugee Task Force Nashville, TN	March 28, 2006
TN Immigrant and Refugee Rights Coalition Nashville, TN	March 29,
TN Labor Management Conference Memphis, TN	March 30-31, 2006
SunTrust Bank Nashville, TN	April 6, 2006
Fair Housing Alliance of Memphis Memphis, TN	April 6-7, 2006
Town Hall Meeting McMinnville, TN	April 18, 2006
Lake Providence Missionary Baptist Church Nashville, TN	April 19, 2006
MDHA Nashville, TN	April 21, 2006

Education and Outreach Highlights

Equality Coalition for Housing Opportunities Knoxville, TN	April 21, 2006
Encuentro Latino Nashville, TN	April 24, 2006
St. Williams Catholic Church Shelbyville, TN	April 25, 2006
Multi Cultural Affairs Chattanooga, TN	April 26, 2006
NAACP Race Relations Summit Knoxville, TN	April 28-29, 2006
Nashville Area Hispanic Chamber of Commerce Nashville, TN	April 29, 2006
Nashville Area Hispanic Chamber of Commerce Nashville, TN	May 13, 2006
Hispanic Church of God Nashville, TN	May 16, 2006
Fair Housing Seminar Nashville, TN	May 22, 2006
Hispanic Church of God Nashville, TN	May 23, 2006
Nashville Area Hispanic Chamber of Commerce Nashville, TN	May 27, 2006
Hispanic Church of God Nashville, TN	May 30, 2006
Nashville Latino Health Coalition Antioch, TN	June 10, 2006
Jack and Jill (Workshop) Nashville, TN	June 17, 2007
Nashville Area Hispanic Chamber of Commerce Nashville, TN	June 20, 2006
Chapel Hill Missionary Baptist Church Memphis, TN	June 24, 2006



Tennessee Human Right Commission Office Locations

Amber D. Gooding, Executive Director

Antonio Adams, Deputy Director

Central Office—Nashville

530 Church ST

Suite 305

Nashville, TN 37243-0745

Phone: (615) 741-5825

Phone: (800) 251-3589

Fax: (615) 253-1886

Chattanooga

540 McCallie AVE

4TH Floor, West Wing

Chattanooga, TN 37402

Phone: (423) 634-6837

Fax: (423) 634-6936

Knoxville

531 Henley ST

Room 701

Knoxville, TN 37902

Phone: (865) 594-6500

Phone: (800) 325-9664

Fax: (865) 594-6178

Memphis

170 North Main ST

Second Floor

Memphis, TN 38103

Phone: (901) 543-7389

Fax: (901) 543-6042

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www.state.tn.us/humanrights